

Dear Members of the Labor Committee,

My name is Cynthia Schwarz of 53 Piper Rd in Hamden, Connecticut. I work at the Yale University Art Gallery as a paintings conservator. I am writing today in support of HB 5210 AN ACT CONCERNING VARIOUS PAY EQUITY AND FAIRNESS MATTERS. This important bill addresses the problem of pay inequality for Connecticut's women.

I work in a field largely composed of women, with about 85% of new graduates of the highly competitive graduate programs being women. I love art conservation. It's a critical task, especially times in unease and unrest, to preserve our cultural heritage. However, the field also has a large pay divide. According to the *American Institute of Conservation of Historic and Artistic Works's* most recent compensation survey (<http://www.conservation-us.org/docs/default-source/reports/compensation-survey-2014.pdf>; excerpt pasted below), female conservation professionals earning the median income earn \$0.73 to a man's dollar. What I find even more deeply disturbing is the glass ceiling outlined in this report. Those who earn the most, in the 90th percentile of earners, see an even larger difference. Men earn \$157,000 while top-earning women make only \$96,581. Again, this is in a field that is dominated by women, though men tend to have the top jobs.

I have dedicated my life to this work that I feel so passionately about and don't do it for the money. I dedicated myself to over ten years of training and significant student loans for a salary I am grateful for but reflects the lower salaries in the non-profit field. And I

am fortunate to work at Yale, an employer often cited as excelling in the field on this issue. However, even in this environment I still see areas for improvement all around me.

HB5210 will allow women to break out of the cycle of pay inequality. It will give women hope that they will at some point be able to approach that glass ceiling that exists in our field and many others. Not having to disclose an unfair salary to a potential employer is critical for breaking this cycle, both for individuals and for the labor force as a whole. It will also give women an extra degree of confidence in being able to negotiate for a fair salary in future work, something that is absolutely critical as negotiation skills is often cited (unfairly) as a reason women do not earn as much as men.

I urge you to vote for HB5210. Connecticut should be a leader in the ongoing fight for equality in all things, especially at this time.



3.17: Compensation (Full-time Individuals)

		n=	10 th percentile	25 th percentile	50 th percentile (median)	75 th percentile	90 th percentile
Gender	Male	62	\$46,650	\$59,500	\$79,500	\$111,750	\$157,000
	Female	281	\$34,000	\$45,000	\$58,240	\$76,000	\$96,581

Respectfully submitted,
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